

V8515  
3.B63  
1999  
Copy 1

# Breakthrough

**South Carolina Vocational Rehabilitation Department**

Cryovac • Shakespeare • Michelin Tire  
SmithKline Beecham • Gates Rubber  
Bank of America • Celanese-Acetate  
Tupperware • Bayer • Wells Fargo  
Amana • Maxfli/Dunlop • Westvaco  
Springs Industries • Josten's • Amoco  
Frigidaire • Siemens • A.O. Smith  
Schlegel • Bridgestone/Firestone  
DeRoyal • Olympian • Anvil Knitwear  
International Paper • Sonoco • Gerber  
C.R. Bard • Square D • AlliedSignal  
Becton Dickinson • Westinghouse  
Caterpillar • Koyo • Quaker Chemical  
Thermoid • Owens Corning Fiberglass  
Georgia-Pacific • Velux • Riegel  
Johns Manville • Santee Cooper  
Silstar • Kleerdex • S&W • Autecs  
Seacord • Cooper Power Tools  
Fruit of the Loom • Fabric Editions  
Forbes Companies • Santen's • CEE-US  
Grand Illusions • Ohio Brass/Hubbell  
Fall River • Kord • Robert Bosch  
Classic Laboratory Equipment  
CCX Fiberglass Products • U.S. Army  
NW BalleRoller Inc. • Evans Rule  
Loxgreen • Advanced Glass Fiber Yarns  
Packaging Corp. of America • Orian Rug  
Colony South • Environments • NISH  
Dover Design • S.C. Soap • Syn-Strand  
Baker International • Cogsdill Tool  
BBA Nonwovens • Standard Products  
Fuji Coplan • Oak-Mitsui • GSA  
Yancy Company • Southern Plastics  
Thompson Dental • Coastal Wire  
Conbraco • Precision Southeast  
Penn Ventilator • Supreme Corporation  
ABB Power Distribution • Signode  
Palmetto Packaging • Steel Heddle  
Wurth • Para-Chem • S.C. Box  
Bollag • Capsugel • Solutia • Nemarc  
Duracell • Alcoa-Fujikura • Box USA  
HRS Textiles • Marley Electric • Powell  
Reliance Trading • Avondale • Cody  
Greenfield • Jacobs Chuck • Kendall  
Mayer Industries • Okonite • Albemarle  
Klerk's Plastic • World Wide Welding  
Stewart Fastener & Tool • Beverage-Air  
Southern Container • Timken • INA USA  
Union Butterfield • EMS-Chemie  
Roller Bearing • Garnay • Yuasa  
Bosch Braking Systems • US Gypsum  
Carolina Textile Recycling • Floralife

## PROVIDING THE SPARK

**South Carolina  
industries invest  
in people with  
disabilities**





# Breakthrough

## South Carolina Vocational Rehabilitation Department

*"Enabling eligible  
South Carolinians with disabilities  
to prepare for, achieve and maintain  
competitive employment."*

## CONTENTS

Introduction	1
Services	2
Employers	8
Business partners	10
Referrals	13
Benefits to S.C.	14
DD Division	16
Leadership	17
How to contact us	18

## About the Cover

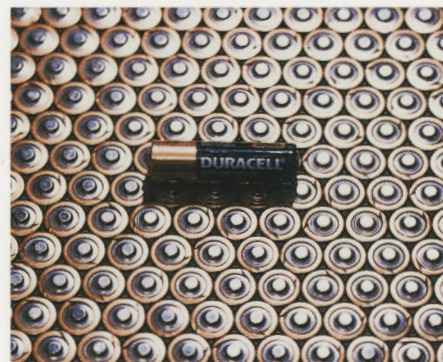
The South Carolina Vocational Rehabilitation Department's long-standing partnership with Duracell USA generates outstanding job training for people with disabilities at the department's Lancaster Work Training Center.

In the photo at the bottom of the front cover, clients clean and inspect batteries for Duracell. They also take apart and clean rail assemblies used in the battery manufacturing process. Each day ten or more Lancaster VR clients gain valuable job skills that will help them reach their goal of competitive employment.

"Duracell's partnership with Vocational Rehabilitation is a great investment in South Carolina's future," Governor Jim Hodges said. "South Carolinians with disabilities will be able to develop marketable skills and contribute to our economy, while businesses like Duracell benefit from good, cost-effective services. These public-private partnerships benefit everyone."

"Duracell is proud to support the work of the Lancaster Work Training Center. The relationship we have enjoyed over the years is a good example of the partnerships which can exist between the public and private sectors," said John Parks, Duracell plant manager.

In fact, more than 300 businesses and industries, ranging from world-renowned companies such as Duracell, Michelin, Sonoco and Westinghouse to smaller, locally owned businesses provide outsource work to VR clients at 22 work training centers throughout the state.



Each year clients at the Lancaster VR center clean and inspect nearly seven million AA and AAA batteries for Duracell.

(Below) VR clients take apart and clean rail assemblies that are used in the manufacturing process for Duracell batteries.





# From the Commissioner



P. Charles LaRosa Jr.

Making the best use of South Carolina's resources is vital as we look for a competitive employment edge in the new century. More and more businesses and industries, such as the ones listed on our cover, are learning that people with disabilities can play an important role in gaining that edge.

The Vocational Rehabilitation Department channeled nearly 9,000 people with disabilities into competitive employment last year. Many who had never worked before finally realized their dreams of making their own way in the world. They became taxpaying members of the workforce who will quickly repay the cost of their rehabilitation.

There's still lots of work to do if we are to tap into this underutilized segment of our population that seeks employment but can't find it because of disabling conditions. Our department's mission is to enable eligible South Carolinians to prepare for, achieve and maintain competitive employment.

In conjunction with the Workforce Investment Act, our uniquely qualified vocational rehabilitation teams provide progressive, specialized services to people with disabilities at the local level all over the state, from metropolitan areas to rural crossroads.

Strong partnerships with our clients, the business community and the public at large have enabled us to become a national leader in vocational rehabilitation. With a focus on continuous improvement, we look forward to taking our services to new levels of success through the competitive employment of our clients.

Thank you for taking the time to read our publication, which spotlights many of the people who went to work last year after receiving VR services. Whether you are a person interested in receiving services, an employer looking for reliable workers or a representative of a company that might benefit from the cost-effective outsource services offered by our work training centers, there is information here for you. Please call your local SCVRD office or contact us through our web site ([www.scvrd.net](http://www.scvrd.net)). We'd love to hear from you!

A blue ink signature of P. Charles LaRosa Jr.

S. C. STATE LIBRARY

JUN 9 2000

STATE DOCUMENTS



# Preparing for competitive employment through a customized plan of services

People with disabilities can provide America's workplace with valuable talents and skills, but sometimes need help to adequately prepare for the demands of competitive employment.

That's where the South Carolina Vocational Rehabilitation Department comes in.

The department's uniquely qualified staff enables eligible people with disabilities to prepare for, achieve and maintain competitive employment.

A network of offices throughout the state makes the services of qualified rehabilitation professionals conveniently available to all clients. Through a team approach, VR staff provide services needed to achieve competitive employment.

## Vocational Counseling and Guidance

The Vocational Rehabilitation counselor understands the effects of disabilities on employment. The counselor and other members of the vocational

rehabilitation team help the client identify his or her strengths and weaknesses and work with the client throughout the process to determine needed services.

### Who is eligible?

To be eligible for services, a person must have a physical or mental impairment that impedes his or her ability to work and must require vocational rehabilitation services to prepare for, enter into, engage in or retain gainful employment consistent with his or her capabilities and informed choice.

The person must also be able to benefit from vocational rehabilitation services by achieving an employment outcome.

## Evaluation/Assessment

A medical or psychological evaluation (if that information is not otherwise available) identifies the physical and/or mental disability and its limitations on employment. If necessary, a thorough vocational evaluation gives insight into employment

potential. The client and VR staff work together to develop an Individual Plan for Employment with a goal of competitive employment.

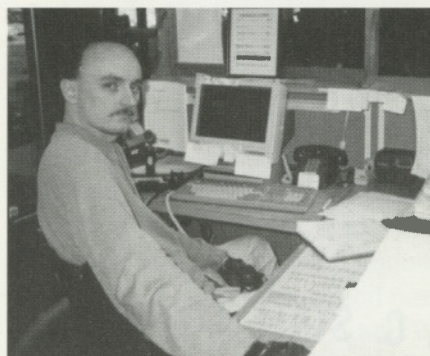
## Adjustment Training

This training helps clients deal with day-to-day situations and teaches them how to get along on the job. It can include individual or class instruction in job interviewing, work behaviors/attitudes, meeting job requirements and good hygiene. The SCVRD work training center may offer services to build work tolerance, endurance and job skills.

## Skills Training

In addition to hands-on work experience in the work training center, the department may sponsor, when appropriate, course work or special skills training for clients through colleges, technical schools, trade schools or employer training sites.

This training builds marketability and the costs are always coordinated with federal and other grants available to the client.



**Richard Gaskins**  
switchboard operator  
Chesterfield Memorial Hospital, Cheraw  
Dale Rowe, VR counselor

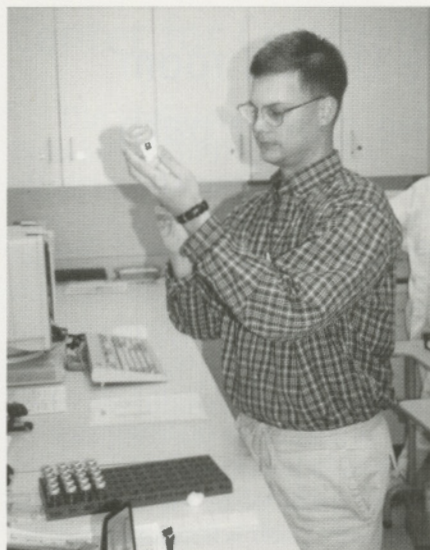


**Patricia McDaniel**  
biscuit maker  
Hardee's, Winnsboro  
Mary Ann Smith, VR counselor



**Andrew Christian**  
bagger  
Bi-Lo, Walterboro  
Kathy Shider, VR counselor





**Richard Wilson**  
medical assistant  
Palmetto Allergy & Asthma, Columbia  
James Wyrosdick, VR counselor (Orangeburg)

## Rehabilitation Technology

If a client needs a work-site or vehicle modification, wheelchair or other type of artificial appliance to perform satisfactorily on the job, the department may help provide it.

## Restoration Services

The department may provide medical or other services to help meet physical or mental disability needs that require attention before the client can reach the employment goal. These services are based on individual need.

## Job Development/ Placement/Retention

All services contribute toward the client's job placement. VR staff give clients ideas and advice on conducting job searches and prepare them for interviews. They keep current information on job openings in their communities and build relationships with employers interested in hiring people with disabilities.

# Financial planner's determination and VR services keep him on career track

Sometimes, you can do everything right and life just gets in the way.

Lee Moore had everything going for him—college degrees, a thriving business, a loving family—until his health started failing.

He's still got the degrees, one in graphic design advertising and one in economics and business administration, and the loving family, wife Kathy and children aged 7, 10 and 11.

But when health problems began escalating two years ago, he needed help.

Moore, 36, and his wife run a financial planning firm called Moore & Associates.

They relocated to South Carolina from Florida about three years ago and were in the process of building their client base when an old leg injury began giving Moore trouble. He also has high blood pressure and subsequently developed diabetes.

The business demands a lot of public contact—seminars for prospective clients, training for new associates, marketing efforts—in addition to the pressure of giving each client the best financial advice possible. It's a fast-paced schedule that Moore was having trouble maintaining.

In December 1997, he came to SCVRD's Greenville Area Office for help.

"We'd worked with Vocational Rehabilitation [as

clients] when we were in Florida and my mother-in-law was familiar with them," Moore said. "She said 'why don't you give them a call,' so I did."

Nathaniel Simmons, Moore's VR counselor, was instrumental in providing the counseling and guidance he needed. In addition, VR provided restoration services with a vision exam, glasses, help with medication purchases and an in-shoe lift.

Job placement with a bill-collecting firm helped out financially until Moore was ready to resume operation of his own company. VR helped him purchase a computer system and other office equipment.

"I needed to regroup and get back on my feet,"

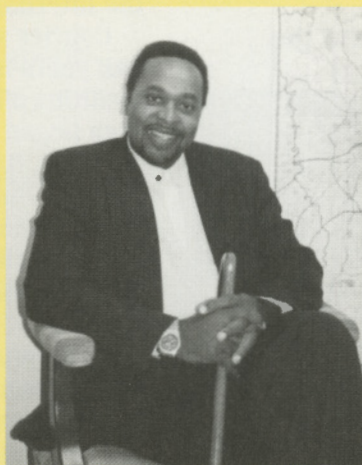
he said. VR was "very, very helpful."

When his case was closed in February 1999, Moore was well on his way toward rebuilding his business, but in October, he started feeling bad again.

Tests indicated partial kidney failure. His renal function was down to 25 percent. A transplant is a necessity and Moore is trying to get on the list.

Meanwhile, Simmons said, VR will be looking at assisting him with post-employment training in a less-stressful, computer-oriented field.

"I've been through a lot," Moore said, "but I've been fortunate."



Lee Moore of Greenville rebuilt his business after disabling conditions required VR services.



## Supported Employment

This service furnishes businesses with workers who need a little extra help getting started without giving the employer additional training responsibility. A Vocational Rehabilitation Department supported employment specialist reports to the job site and works side-by-side with the new employee, training that person to perform the job duties. The employer pays only the employee.

## Follow-up Services

Service goes beyond the job placement. VR staff provide follow-up services to every client placed in competitive employment to make sure the client and employer are satisfied.

## Other Services

Based on individual needs, services might also include:

- interpreter services
- personal assistance services
- maintenance
- transportation
- transition
- occupational licenses, tools, equipment, initial stocks and supplies
- technical assistance and consultation about self-employment or the establishment of a small business.

## Courier's talents prove there's room for a wheelchair on the career path

Terry Courier says, "Life is too valuable not to pursue a goal."

So when a diving accident at age 22 left him with quadriplegia, Courier refused to let go of his aspirations.

Now in his mid-thirties, Courier has become a key player in the rapid growth of J.K. Harris and Company, a North Charleston-based firm that resolves customers' tax problems by negotiating with the Internal Revenue Service.

Courier spent two-and-a-half years in rehabilitation facilities after his accident and then began receiving VR services, first in New York and then in South Carolina. Barbara Boland of SCVRD's Berkeley-Dorchester area office provided counseling and guidance. "She has always been helpful and informative and pleasant to work with," Courier said. "She got answers to my questions."

Many of those questions involved college training, and the department helped with a computer loan and in making arrangements for Courier to attend Charleston Southern University. He earned his bachelor's degree in business administration and in May

1998 he interviewed for a job at J.K. Harris, where management immediately saw his potential and was unfazed by his wheelchair.

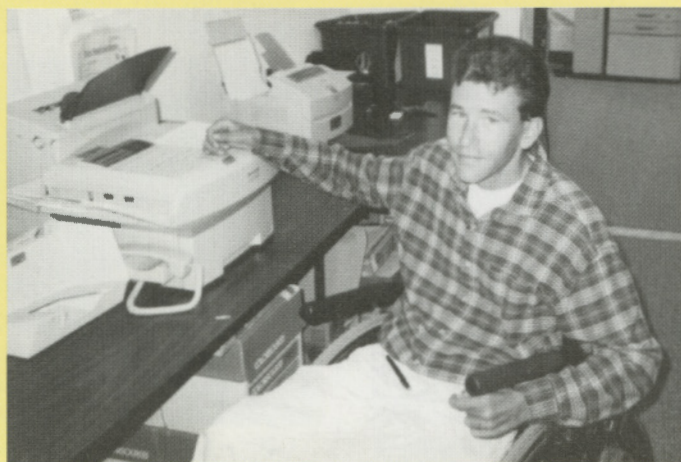
"When I hired Terry I told him, 'I'm hiring the brain, not the body,'" said John Green, vice president of the company.

He was just the fifth employee hired by the new company (which has rapidly expanded to 38 states) and quickly proved his ability. Soon he was promoted to a supervisory position, managing a team of case workers.

J.K. Harris provided the minor adaptations needed to make Courier's work space accessible. Removing a keyboard tray made room for his wheelchair under his desk. He sometimes needs help picking up items, but "I have no problems in talking with my clients and the IRS."

"Any employer who says there isn't room for someone like Terry is missing out on a wonderful opportunity," Green said.

Meanwhile, Courier likes to help others through rough times. He and his wife care for foster children in their home. "That's been a great experience," he said.



Terry Courier has been promoted to case specialist supervisor at J.K. Harris and Company in North Charleston.



# Center for Comprehensive Programs enhances employability

The Vocational Rehabilitation Department offers specialized, innovative services to clients with significant physical disabilities through its Center for Comprehensive Programs on its main West Columbia campus. Clients from throughout the state are referred to the center if those services are needed to prepare them for the workforce.

## Evaluation Center

As the focal program of the Center for Comprehensive Programs, the Evaluation Center provides each client with an evaluation to determine employment potential. Adjustment services, psychological services, occupational therapy, and medical and nutritional services are available to help clients explore and develop their vocational strengths and abilities.

## Pain Management Program

Clients learn to cope successfully with chronic orthopedic pain. The four-week program examines the relationship between tension and pain. Clients learn assertiveness and relaxation skills that reduce stress. They also learn special exercises and lifting techniques to strengthen muscles and decrease the possibility of additional injury.



## Computer Training Program

This nationally recognized program specializes in training clients with significant physical disabilities in computer systems technology and programming; computer aided drafting and design; office technologies; and personal computer repair and help desk.

## Muscular Development Program

At the fully accessible Muscular Development Center, clients achieve their physical and vocational potential through muscular exercise, aquatic therapy, physical therapy and therapeutic recreation. The center's caring staff of specialists works in teams to help clients achieve the stamina required to compete for and obtain good jobs and retain their employment after they are hired.



## Rehabilitation Technology Program

This program looks at the physical barriers encountered by people with disabilities and uses an engineering approach to help overcome those barriers.

## Barrier-free Model Home

Technological and structural features of this home provide visitors with examples of adaptations that can enable people with disabilities to enjoy more independence in their own homes.





## Specialized SCVRD services reach clients with variety of disabilities and needs

The Vocational Rehabilitation team is uniquely equipped to provide a full range of services based on individual needs. Some specialized areas of service are:

### Cardiac Rehabilitation Program

Certified by the South Carolina Medical Association, cardiac rehabilitation programs include Vocational Rehabilitation Department counselors and psychologists with expertise in the effects of cardiac disabilities on employment. VR staff help cardiac patients maintain job stability, identify alternative job opportunities, recognize

stress factors on the job, and make dietary and other lifestyle changes which enhance employment.

### Deaf and Hard of Hearing Program

Throughout the state, the SCVRD has staff specially trained in the audiological, psychological, vocational and communication problems of people who are deaf or hard of hearing. The department provides services through local speech and hearing centers and within the medical community, resulting in competitive employment for hundreds of clients with hearing problems annually.

### Job Retention Services

Increasingly popular among the state's businesses and industries, the Job Retention Services program provides vocational rehabilitation services to employees whose jobs are jeopardized by disabling conditions. These confidential services help employees identify disability-related impediments that affect their job performance and make changes needed to avoid losing their jobs. Employers benefit through reduced turnover and training costs and better employee performance.



SCVRD's cardiac rehabilitation services helped **Ramsey Clark** of Columbia rejoin the workforce. He is self-employed, selling Snap-on Tools™. Clark's VR counselor was Candace Kannaday.



**Tommy Harrison**  
kitchen helper  
Sub Station II, Rock Hill  
Carolyn Rowland, VR counselor



**Jacqueline Palmer**  
dry cleaner  
Heritage Cleaners, Moncks Corner  
Berkeley-Dorchester VR staff



**Joseph Brown**  
landscape worker  
Bull Point Plantation, Seabrook Island  
Robert Kilgore, VR counselor



## Substance Abuse/ Dependence Rehabilitation

The department operates two voluntary admission residential centers for clients needing inpatient therapy for the chronic abuse of alcohol and/or other drugs. Holmesview Center in Greenville and Palmetto Center in Florence provide a full range of personal, social, vocational and family services for people whose employment is prevented or jeopardized by substance abuse or dependence problems. Referred to the centers by their VR counselors, these clients receive follow-up services once they return to their communities.

## Widespread partnerships

The department's partnerships with other agencies and community organizations provide specialized, on-site vocational rehabilitation services. These partnerships expand the competitive employment potential of people with a wide range of disabilities and circumstances. Partners include:

- SC Department of Corrections
- SC Department of Probation, Parole and Pardon Services
- SC Department of Juvenile Justice
- SC Department of Mental Health
- SC Department of Disabilities and Special Needs
- Earle E. Morris Alcohol and Drug Addiction Treatment Center
- Medical University of South Carolina
- Wil Lou Gray Opportunity School
- SC Department of Education and local school districts
- SC Workers' Compensation Commission

## Enthusiastic Tidwell makes transition from high school to employment

A telephone customer in Texas who calls to ask a question about her bill might talk to Jeannie Tidwell in Columbia, S.C.

Tidwell is a customer service representative for APAC, the third largest outsourced customer service company in the country.

The Texas customer will get her question answered promptly and courteously, but she'll never know that Tidwell uses a wheelchair most of the time or that at least one glittery ring sparkles from each of the bubbly 21-year-old's fingers.

Although spina bifida, scoliosis and severe asthma make the wheelchair necessary, Tidwell doesn't let much get in her way.

"If you think about it, it will always get in your way," she said.

So she does the best she can to cope with the inconveniences of places that are not accessible to her wheelchair and gets on with what's really important. Her enthusiasm and optimism are a real asset on the job, where many of the customers call to complain.

Her supervisor, Lynda Jenkins, said Tidwell is the "lead rep" for her team, which means she takes over supervisory duties when Jenkins is away.

Tidwell has had some help along the way, but she's quick to point out that "if I don't need help, I don't ask for it."

She met Brenda Worku, an SCVRD counselor, about five years ago while she was involved in the Job Training Partnership Act program at Richland Northeast High School.

After graduation in 1997, she worked at several jobs at Richland School District Two before coming to APAC a year ago.

As a VR client, she received supportive guidance and counseling, academic and vocational training, and assistance with a hearing aid as

well as job placement assistance and follow-up services. But she says the service that really liberated her was driver training.

"I'm never at home since I got my car," she said, "but I've also got a lot of responsibility."

She lives with her parents and brother, but she's expected to get to work, doctor's appointments and, of course, the mall on her own.

Although she enjoys her job, she looks forward to one day working with animals, maybe as a veterinary assistant.

"I know I'll be limited by my chair," she said, "but I really love animals."



Jeannie Tidwell's optimistic nature is a strength in her customer service work at APAC.



# Employers find valuable resource in people with disabilities

There is a bountiful source of untapped talent awaiting South Carolina employers—people with disabilities.

A 1998 Harris Poll commissioned by the National Organization on Disability indicates that only 29 percent of America's people with disabilities aged 18 to 64 are working full or part time. Yet 72 percent of that population wants to work.

In South Carolina, nearly 9,000 people with disabilities became competitively employed after receiving Vocational Rehabilitation Department services last year. Thousands more would like to work and are preparing for that day. Once hired, they will help their new employers understand what history has shown: that people with disabilities make reliable, loyal employees with a lot of talent to share.

Sometimes employers are concerned that adapting the workplace to someone with a physical disability might be too expensive. The fact is, accommodations are commonly low-tech, simple solutions that cost very little. Eighty percent of job accommodations cost less than \$500.

People with disabilities fill jobs in practically all avenues of business, from Main Street to Wall Street, from the service industry to manufacturing, from retail space to cyberspace.

A growing number of Palmetto State employers know that the South Carolina Vocational Rehabilitation Department is a great place to find trained, ready-to-work employees whose performance will match or exceed their job requirements!



**Debbie Corbett**

greeter  
Wal-Mart, North Augusta  
Darlene Conley, VR counselor (Aiken)



**David Rogers**

exercise physiologist  
The Heart Center, Rock Hill  
Kathleen Allen, VR counselor

**Q:** What kinds of jobs can our clients do for you?

**A:** Just about any!

Types of jobs performed by the 8,861 SCVRD clients who became competitively employed in 1998-99:

Service	23%
Industrial	17%
Clerical/Sales	16%
Construction	15%
Professional/Managerial/Technical	14%
Agricultural	3%
Miscellaneous	12%



## Why should you consider people with disabilities for your job openings?

- It makes good business sense. In these days of low unemployment rates, finding good workers might not be as easy as it once was. Our clients have the skills and the desire to succeed that can benefit your business.
- The Vocational Rehabilitation Department staff has worked closely with its clients to gain an understanding of their abilities and potential. Your SCVRD contact can help you determine if our client is right for your job.
- Many of our clients have solid work histories. But even those with no job experience have been well prepared through hands-on training, adjustment classes, counseling and/or other needed services to deal with the demands of the workplace.
- Our staff will follow up with you after employment to make sure everything is going smoothly and to help you or the employee with any concerns.
- The best person for the job might be someone who has shown a great deal of motivation and responsibility just to become employable! These are certainly qualities you as an employer will find valuable in a potential employee.

## SCVRD clients have right ingredients for Sodexho Marriott food services

College life can be quite busy with its hectic schedules, demanding classes, and (Mom and Dad hope) a nutritional meal once in a while.

At the University of South Carolina in Columbia, chances are pretty good that a student dining on campus will be served in some way by a former SCVRD client.

Sodexho Marriott Services, which provides all food services at USC, has an exemplary history of hiring people with disabilities. Twenty or more Vocational Rehabilitation Department clients have landed jobs there recently.

"They are dependable, reliable, eager to work and very seldom complain," said Georgia Hagler, training

manager for Sodexho Marriott.

SCVRD clients have taken on the full range of jobs at Marriott's 19 locations on campus. They work as cashiers, dishwashers, buspersons and in clerical roles.

"Every time there's an opening, they give us a call," said Greg Oates, counselor in SCVRD's Columbia area office. "They understand our clients' needs and know how to interact. If necessary, they call on us for help."

That follow-up by VR staff has solidified the partnership. Hagler likes "the added help that the counselors bring. They coach all the clients. If there's ever any problem they stay in touch with you. It's just a great team."



Sodexho Marriott training manager Georgia Hagler (right) has been instrumental in hiring many SCVRD clients like Hélene Corey, production assistant (left).



## VR Work Training Centers offer great options for SC industries

As the adage goes, "there's no substitute for experience."

Every day more than 1,000 Vocational Rehabilitation Department clients gain extremely valuable "real work" experience at community-based work training centers, thanks to partnerships forged with local businesses and industries.

Through these contract agreements, clients build the job skills and work endurance they need to compete in the workplace. They also learn the day-to-day interactive skills required to work with supervision and get along with others on the job. And, they're paid for their production, getting a taste of what it's like to draw a paycheck.

But clients aren't the only ones to benefit from these agreements. South Carolina's business community gets a valuable service in return, one that makes sound financial sense.

### What are the advantages of outsourcing to SCVRD's work training centers?

- a commitment to quality
- cost-efficient labor
- a flexible workforce
- additional floor space
- pick-up and delivery services
- quick turnaround time



VR client Peggy Lloyd checks blood tubes for Becton Dickinson, a business partner of the Sumter VR Work Training Center.

### What can our centers do for your business?

South Carolina Vocational Rehabilitation Department Work Training Centers can fill a variety of needs. Tasks outsourced to the centers by South Carolina companies include:

Assembling  
Building  
Bundling  
Collating  
Fabricating  
Folding  
Gauging  
Grinding  
Inspecting  
Mailing  
Packaging  
Painting  
Polishing  
Reconditioning  
Repairing  
Salvaging  
Sanding  
Sawing  
Sewing  
Shredding  
Sorting  
Stamping

and many more!

"Team members at Bridgestone/Firestone South Carolina have been more than pleased with the performance of South Carolina Vocational Rehabilitation and we look forward to a long-term relationship."

Rebecca Ferguson, purchasing services leader and Willie Larkin, receiving crew leader for Bridgestone/Firestone South Carolina, which provides outsource work for clients learning job skills at the Aiken VR Work Training Center.



## Fabric Editions: Quality work, excellent training add up to growing partnership

When an associate encouraged Bob Scott to contract with the Greenville VR Work Training Center for production work on his fabric products, he was skeptical. After all, he'd tried that with VR programs in two other states with lackluster results. The quality control just wasn't there.

But he was also dissatisfied with private subcontractors, so he decided to give the training center a chance. Now, he says, "I attribute our success largely to the center's ability to do our work."

The partnership was so successful that Scott and his wife

Debbie moved their home and their company, Fabric Editions, to Greenville to be closer to the center.

Fabric Editions produces pre-cut fabrics, which are put into kits for the crafting and quilting industries. The products are sold under private labels by large retail chains.

Fabric Editions also produces hand puppets, the first product that VR clients worked on at the training center in 1997.

The Scotts were so pleased with the results that by 1999 clients at five SCVRD training centers were doing Fabric Editions' work. The Greenville center continues to fold and package quilt blocks, squares and bundles. Greenwood works on quilt block kits, Oconee-Pickens now handles the puppets, and the Aiken and Columbia centers fold and package fabric pieces called "fat quarters."

VR clients had assembled more than 30,000 kits and packaged more than a million pieces of



SCVRD clients in Columbia fold and package "fat quarters" for Fabric Editions. The Columbia and Aiken centers produce them at a rate of 1.5 million per year.

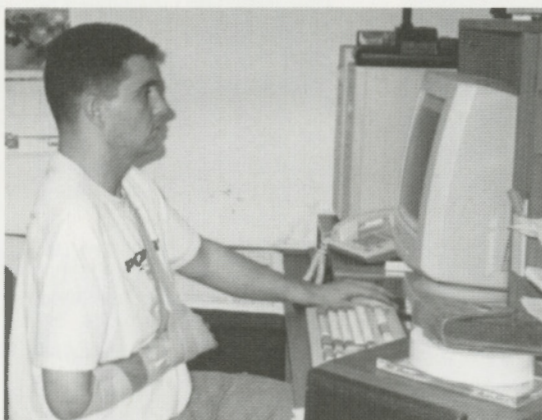
fabric before a single item was returned by a retailer for quality reasons, a remarkable feat.

"Not only has the quality been good, but the working relationship with (Greenville center manager) Doug Horton has been unbelievable," said Scott, who has also taken a personal interest in the clients working on his products. He's been known to send over catered lunches for everyone at the center on occasion.

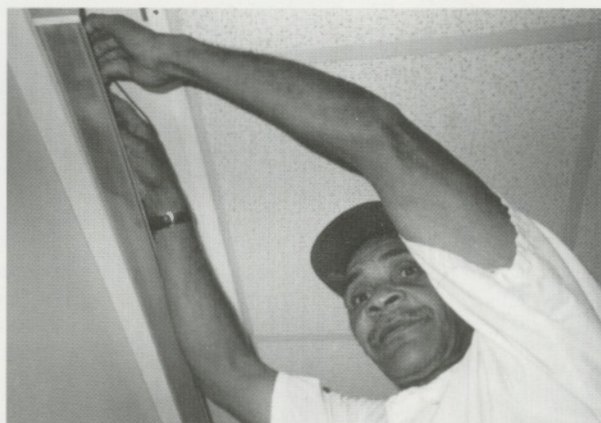
"This is truly the finest program in the nation," Scott said, "A lot of companies that struggle with production should use Vocational Rehabilitation."



Fabric Editions' owners Debbie and Bob Scott accept a Business Partnership Award from the SC Vocational Rehabilitation Association.



**Jack Wagner**  
design technician  
Boyd & Associates, Conway  
Alton Bryant, VR counselor



**Hazel Hood**  
maintenance worker  
Lancaster Convalescent Center, Lancaster  
Janet Catoe, VR counselor



# SCVRD Work Training Center Business Partners

The following are just some of the more than 300 companies that outsource work to clients in job training at 22 SCVRD work training centers throughout the state:

A.O. Smith  
 ABB Power Distribution  
 Accutrex Products Inc.  
 AdTec Surveyors Inc.  
 Advanced Glass Fiber Yarns  
 Albemarle Corporation  
 Alcoa-Fujikura LTD  
 AlliedSignal Inc.  
 Aluminum Ladder Company  
 Amana Refrigeration Inc.  
 American Metric Corporation  
 Amoco  
 Anvil Knitwear  
 Armstrong Finishing  
 Associated Chemists Inc.  
 Autecs  
 Avondale  
 Bank of America  
 Bauer International Inc.  
 Bayer Corporation  
 BBA Nonwovens  
 Beaufort Chamber of Commerce  
 Becton Dickinson Inc.  
 Berkshire Weaving Inc.  
 Beverage-Air  
 Bollag International  
 Bosch Braking Systems Inc.  
 Box USA  
 Bridgestone/Firestone South Carolina  
 Callen Die Casting LLC  
 The Camden Company  
 Capsugel  
 Carolina Flying Discs  
 Carolina Plastics  
 Carolina Textile Recycling  
 Cash and Carry Grocery  
 Caterpillar Inc.  
 CCX Fiberglass Products  
 CEE-US  
 Celanese-Acetate  
 Classic Laboratory Equipment  
 Coastal Wire Company Inc.  
 Cody Manufacturing  
 Cogsdill Tool Products Inc.  
 Colony South  
 Compact Air  
 Conbraco Industries  
 Cone Mills, Carlisle Finishing Company  
 Consumer Product Enterprises Inc.  
 Cooper Industries, Sumter Plant  
 Cooper Power Systems  
 Cooper Tools (Weller)  
 CR Bard Inc.  
 Creative Kits  
 Cryovac  
 Curd Enterprises Inc.  
 Cutler Hammer Inc. (Eaton Corporation)  
 Delta Plant #3  
 DeRoyal Textiles  
 Dillon Furniture  
 Dover Designs Inc.  
 Duracell USA  
 Edwards Enterprises  
 EMS-Chemie (North America) Inc.  
 Engineering & Technical Service Inc.  
 Environments

Evans Rule  
 Fabric Editions Ltd.  
 Fall River Manufacturing Company II  
 Floralife Inc.  
 Forbes Companies  
 Four Seasons Designs  
 Frigidaire Home Products  
 Fuji Coplan Corporation  
 Garnay Inc.  
 Gates Rubber Company  
 General Services Administration (U.S.)  
 Georgia-Pacific  
 Gerber Children's Wear Inc.  
 Glen Raven Mills Inc.  
 Globe Digest  
 Grand Illusions  
 Greenfield  
 Greenwood Plastic Injectors  
 Hart Graphics Inc.  
 Health Related Products  
 Hilton Head Laboratories  
 Howard Mobile Homes  
 HRS Textiles Inc.  
 INA USA Corporation  
 Industrial Packaging Supplies  
 International Paper  
 ISO Polyfilm Inc.  
 ITW AngleBoard  
 Jacobs Chuck Manufacturing  
 Johns Manville Corporation  
 Joslyn Clark Controls  
 Jostens Inc.  
 Kendall Company  
 Kleerdex Company  
 Klerk's Plastic  
 Kord Corporation  
 Koyo Corporation of USA, Manufacturing Division  
 Licensed Lifestyles  
 Lions Club Industries—Parris Island Marines  
 London International  
 Loxcreen  
 Marley Electric  
 Marvel Lighting  
 Matrix Construction Fibers  
 Maxfli/Dunlop  
 Maxxim Medical Inc.  
 Mayer Industries Inc.  
 Mead Container Board  
 Medals of America  
 Michelin Tire Corporation  
 Midlands Printing  
 Miles Rubber Company  
 National Cabinet Lock  
 Nemarc Inc.  
 NISH (U.S. Postal Service)  
 NN BalleRoller Inc.  
 North Safety Products Inc.  
 Oak-Mitsui  
 Ohio Brass/Hubbell Inc.  
 The Okonite Company  
 Olympian Generator/F.G. Wilson Inc.  
 On-Line Office Supplies Company  
 Orian Rug Company  
 Owens Corning Fiberglas (Texas, India and England)  
 Packaging Concepts and Materials  
 Packaging Corporation of America  
 Pad Printers Inc.  
 Palmetto Manufacturing (Cox Wood Preserving Company)

Palmetto Packaging  
 Pamplin Distribution  
 Para-Chem Inc.  
 Paragon Trade Brands Inc.  
 Penn Ventilator Company Inc.  
 Pentacon  
 Pocotaligo Products  
 Polly's Perch Inc.  
 Port Royal Recycling  
 Powell Manufacturing Company  
 Precision Southeast Inc.  
 Quaker Chemical  
 Reliance Trading  
 Renfro FL Inc. (Fruit of the Loom)  
 Rexham Corporation  
 Riegel Consumer Products Division/  
 Mt. Vernon Mills  
 Robert Bosch Corporation  
 Roller Bearing Corporation  
 S&W Manufacturing  
 S.C. Soap Company  
 Santee Cooper  
 Santens of America Inc.  
 Schlegel Carolina  
 Seacord Corporation  
 Shakespeare Monofilament  
 Siemens Energy and Automation Inc.  
 Siemens Westinghouse  
 Signode  
 Silkworm Silkscreening Inc.  
 Silstar Corporation of America  
 Smith Enterprises  
 SmithKline Beecham  
 Solutia Inc.  
 Sonoco Products Company  
 South Carolina Box  
 South Carolina State University  
 Southern Container Corporation  
 Southern Fabricators Inc.  
 Southern Plastics  
 Span-America Inc.  
 Springs Industries Inc.  
 Square D Company  
 Standard Products Company  
 Steel Heddle  
 Stewart Fastener & Tool  
 Strategic Procurement Services Inc.  
 Stretch Associates  
 Supreme Corporation  
 Syn-Strand  
 Thermoid, HBD Industries Inc.  
 Thompson Dental  
 The Timken Company  
 Tupperware Manufacturing  
 U.S. Army, Ft. Stewart GA  
 U.S. Army, Philadelphia, PA  
 Union Butterfield Corporation  
 United States Gypsum Company  
 Velux-America Inc.  
 Velux-Greenwood Inc.  
 Vermont American  
 Weaver Construction Company  
 Wells Fargo Inc.  
 Westinghouse Savannah River Company—  
 Savannah River Site  
 Westvaco Corporation  
 Whitten Center  
 World Wide Welding  
 Wurth/Service Supply Inc.  
 Yancy Company Inc.  
 Yuasa Corporation



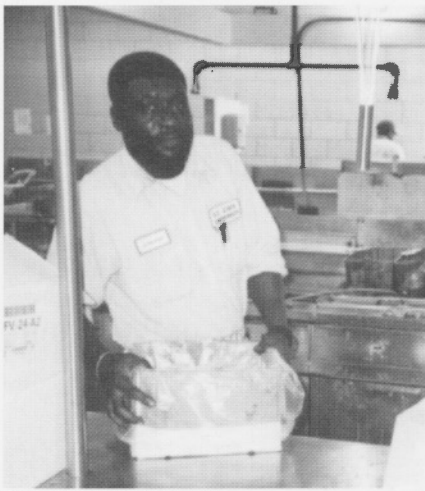
# Shared information provides better employment outcomes

The Vocational Rehabilitation Department's success in helping people with disabilities become competitively employed can occur only with an excellent referral network.

People become clients of the agency through many different channels. In turn, the department refers many of its clients and other applicants to these same agencies and organizations, depending on the needs and choices of the individual.

The self-referral is the largest single source, accounting for about 19 percent of the cases served by the department in 1998-99. However, referrals came from about 40 other sources as well, especially from:

- High schools, colleges, universities
- Correctional facilities and programs
- Physicians and hospitals
- Cardiac rehabilitation programs
- Mental health facilities
- Employers
- Social services programs
- Social Security
- Alcohol and drug treatment organizations
- Private disability organizations and other agencies
- Welfare agencies, public and private
- Employment services
- Private rehabilitation facilities
- Churches
- Workers' Compensation agency
- State employment service
- Vendors of artificial appliances, prosthetic devices



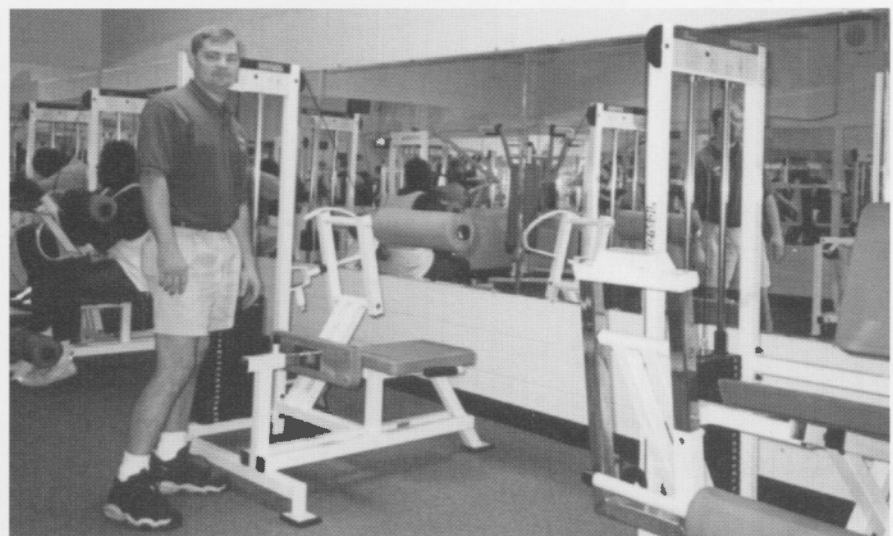
**Alphonso Fersner**  
food services worker  
S.C. State University, Orangeburg  
Stewart Keller, VR counselor



**Connie Towe**  
repacker/inspector  
Piedmont Home Textiles, Walhalla  
Sonya Coté, VR counselor



**Danny Miller**  
material handler  
Goodwill Industries, Anderson  
Anne Medlin, VR counselor



**Aaron Wrightsman**  
recreation leader  
Crabtree Center, City of Myrtle Beach Parks & Recreation  
Gwendolyn Blondmonville, VR counselor



# A great investment for taxpayers

Competitively employed SCVRD clients pay back **\$3.18** in taxes for every \$1 spent on their rehabilitation.

They repay the cost of their rehabilitation in an average of **3.9 years**.

They will increase their earnings by **\$15.92** for each tax dollar spent on their rehabilitation!



## 1998–1999 Facts

Total clients served: 42,755\*

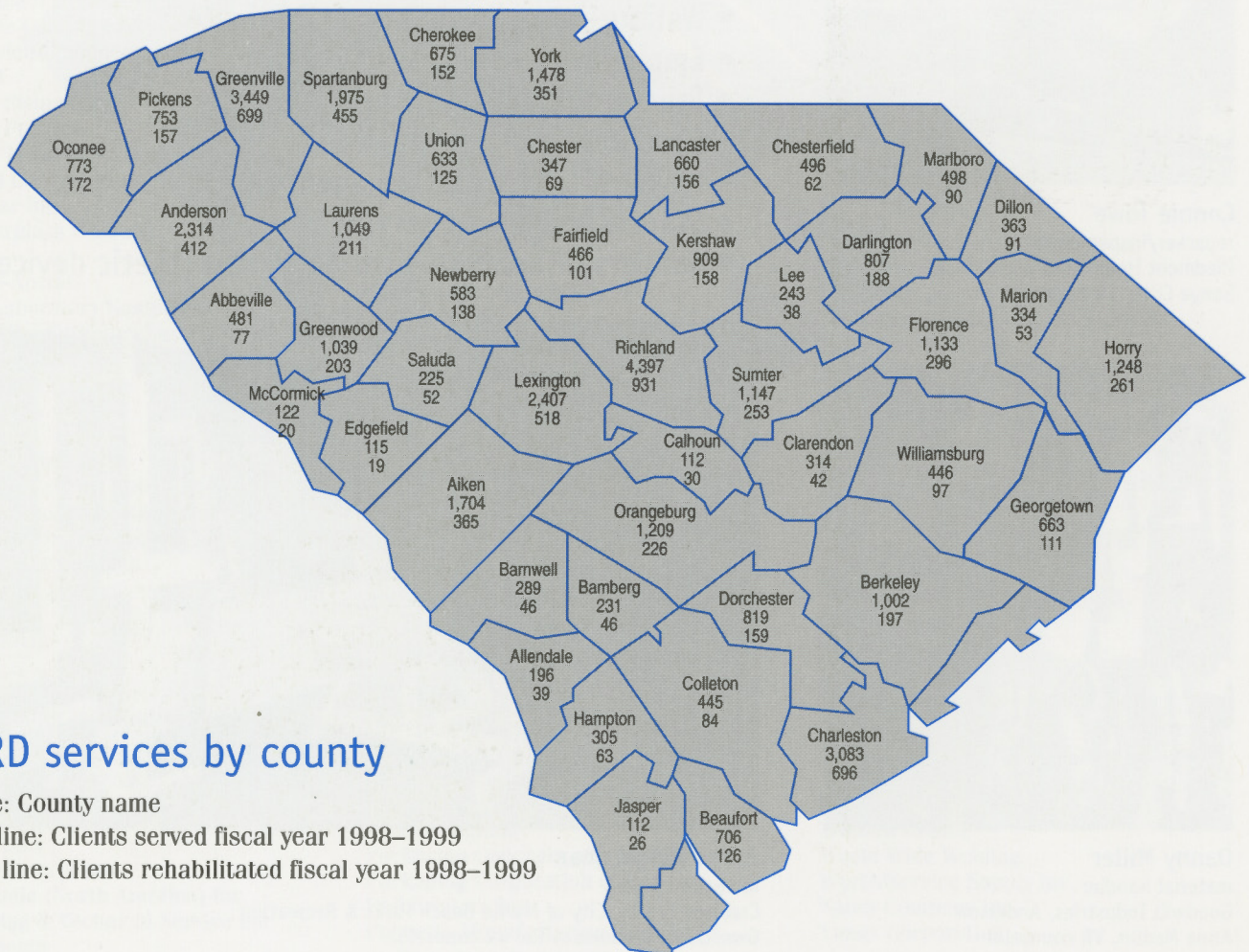
Total clients rehabilitated: 8,861

New referrals: 20,667

Clients served in work training centers: 8,134

Work training center clients competitively employed: 2,847

\* since rehabilitation is a continuous process that often takes a period of years, the department may serve some of the same clients in successive years.



## SCVRD services by county

Top line: County name

Middle line: Clients served fiscal year 1998–1999

Bottom line: Clients rehabilitated fiscal year 1998–1999

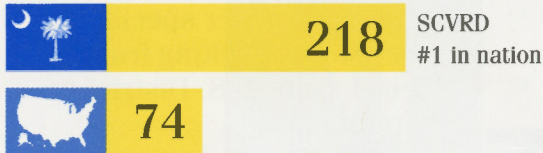


## How does SCVRD compare nationally?

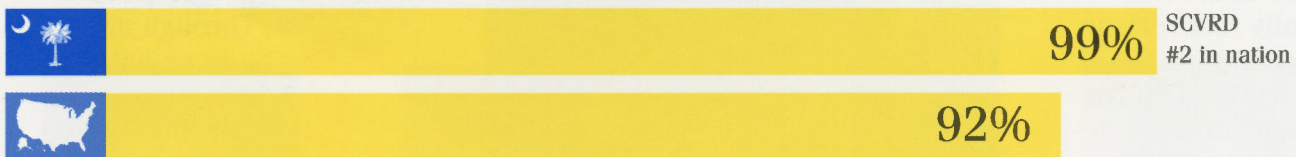
Clients served per 100,000 population



Clients rehabilitated per 100,000 population



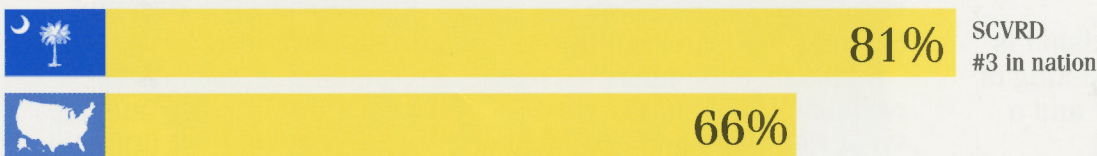
Percentage of clients competitively employed



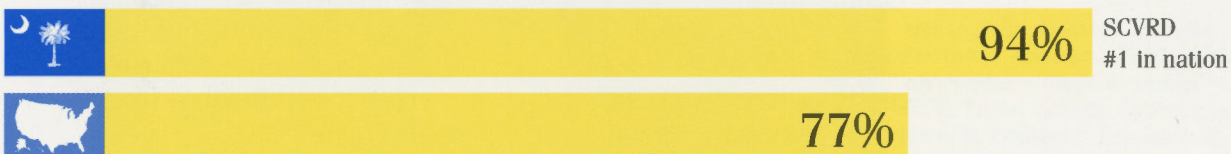
Average weekly wage of employed clients



Percentage of clients earning above poverty level



Percentage of clients working more than 20 hours per week





# SCVRD's Disability Determination Division: 80,000 disability claims handled with care

The Disability Determination Division of the Vocational Rehabilitation Department processes Social Security and Supplemental Security Income disability claims under the provisions of the Social Security Act.

Individuals receive benefits from these programs when a physical or mental impairment prevents them from having substantial gainful employment.

In both programs, benefits normally continue until the individual medically recovers or returns to work. Under work-incentive provisions now contained in the Social Security regulations, however, an individual whose medical condition has not changed substantially but who is attempting to return to work may continue to receive benefit payments and medical insurance coverage for an extended time.

The disability decision is made by a team consisting of a disability examiner and a state agency medical consultant.

These professional personnel are trained in the careful and objective evaluation of medical and vocational factors under the requirements of the Social Security Act.

It is their responsibility to ensure that sound medical evidence is obtained, that vocational factors are



The Disability Determination Division strives to process all claims with the highest possible level of quality in the shortest possible time and at the lowest reasonable cost.

considered when appropriate, and that the decision to allow or deny benefits meets all requirements of Social Security law and regulations.

This division operates from regional offices in Charleston, West Columbia and Greenville. The West Columbia location also houses the administrative staff and the appeals and state claims unit.

The appeals and state claims unit coordinates medical developments on claims pending before

administrative law judges in Social Security Administration offices of hearings and appeals. In addition, hearing officers assigned to the unit conduct face-to-face hearings in claims involving potential termination of benefits. This unit handles all claims being processed under special provisions resulting from decisions by U.S. District or Circuit courts.

The state claims section of the unit processes a large number of claims filed under the provisions of various state

programs. Through an agreement with the South Carolina State Retirement Systems, the unit handles claims for total and permanent disability filed by state, county and municipal workers.

All claims for Medicaid coverage based on disability are processed by the unit for the South Carolina Department of Health and Human Services.

In all, the division is expected to receive and act upon more than 87,000 claims in the current fiscal year.

Besides disability decisions, disability examiners also review each claim to determine the rehabilitation potential and, when possible, refer the individual for VR services.



# Agency board provides guidance for SCVRD

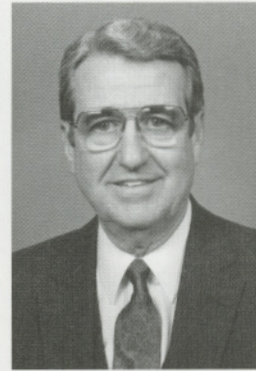
The South Carolina State Agency of Vocational Rehabilitation sets policy under which the Vocational Rehabilitation Department operates. The members, appointed by the governor and confirmed by the Senate, serve seven-year terms.



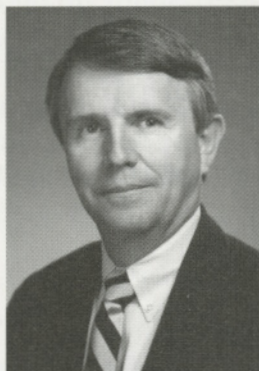
**P. Charles LaRosa Jr.**  
Columbia  
SCVRD Commissioner  
Agency Secretary



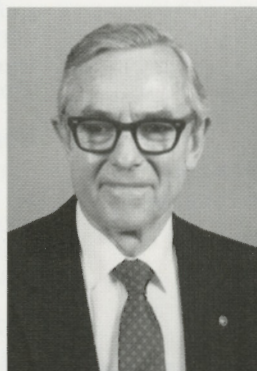
**E. Roy Stone Jr.**  
Greenville (4th District)  
Agency Chairman



**H. Lucius Laffitte, M.D.**  
Allendale (member-at-large)  
Agency Vice Chairman



**Phillip J. Canders**  
Lexington (2nd District)



**Harry W. Findley**  
Anderson (3rd District)



**Derle A. Lowder Sr.**  
Sumter (5th District)



**Alease G. Samuels**  
Walterboro (1st District)



The Honorable James H. Hodges, governor of South Carolina, meets with members of the VR agency board in his State House office.

Left to right: Alease G. Samuels; Preston H. Coleman, SCVRD assistant commissioner; Derle A. Lowder Sr.; Dr. H. Lucius Laffitte; Governor Hodges; Harry W. Findley; E. Roy Stone Jr., agency chairman; P. Charles LaRosa Jr., SCVRD commissioner.



# SCVRD area offices: your local connection

Please visit or call your local Vocational Rehabilitation Department office to learn more about our services.

## Aiken:

Serving Aiken, Barnwell and Edgefield counties  
*James H. Carlisle*  
 855 York St. N.E.  
 Aiken, SC 29801  
 (803) 641-7630 (Voice/TTY)

## Anderson:

Serving Anderson County  
*Danny A. Mize*  
 3001 Mall Road  
 Anderson, SC 29625  
 (864) 224-6391 (Voice/TTY)

## Beaufort:

Serving Beaufort and Jasper counties  
*Constance S. Gardner*  
 747 Robert Smalls Parkway  
 Beaufort, SC 29902  
 (843) 522-1010 (Voice/TTY)

## Berkeley-Dorchester:

Serving Berkeley and Dorchester counties  
*Cassandra L. Townsend*  
 2954 S. Live Oak Drive  
 Moncks Corner, SC 29461  
 (843) 761-6036 (Voice/TTY)  
 (843) 577-9057 (Voice/TTY)

## Camden:

Serving Fairfield and Kershaw counties  
*Martin A. "Dru" Beckham Jr.*  
 15 Battleship Road Ext.  
 Camden, SC 29020  
 (803) 432-1068 (Voice/TTY)

## Charleston:

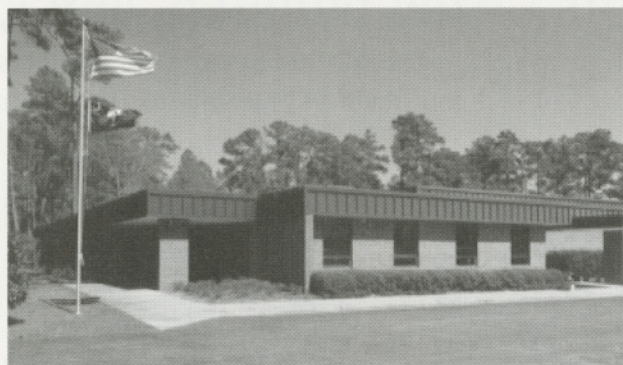
Serving Charleston County  
*Neal Getsinger*  
 4360 Dorchester Road  
 North Charleston, SC 29405  
 (843) 740-1600 (Voice/TTY)

## Columbia:

Serving Lexington and Richland counties  
*Carroll E. Martin*  
 1330 Boston Ave.  
 West Columbia, SC 29170  
 (803) 896-6333 (Voice/TTY)

## Conway:

Serving Georgetown and Horry counties  
*Sally C. Daniel*  
 3009 Fourth Avenue  
 Conway, SC 29526  
 (843) 248-2235 (Voice/TTY)



The department's 20 area offices are fully staffed by uniquely qualified vocational rehabilitation professionals.

## Florence:

Serving Dillon, Florence and Marion counties  
*B. Keith Floyd*  
 1947 West Darlington Street  
 Florence, SC 29501  
 (843) 662-8114 (Voice/TTY)

## Greenville:

Serving Greenville County and the Easley residents of Pickens County  
*Kathleen B. Whisnant*  
 105 Parkins Mill Road  
 Greenville, SC 29607  
 (864) 297-3066 (Voice/TTY)

## Greenwood:

Serving Abbeville, Greenwood, McCormick and Saluda counties  
*H. Chris Caver*  
 2345 Laurens Highway  
 Greenwood, SC 29646  
 (864) 229-5827 (Voice/TTY)

## Lancaster:

Serving Lancaster County  
*Johnny Dewese*  
 1150 Roddey Drive  
 Lancaster, SC 29720  
 (803) 285-6909 (Voice/TTY)

## Laurens:

Serving Laurens and Newberry counties  
*Charles M. Wilson*  
 22861 Highway 76 East  
 Clinton, SC 29325  
 (864) 984-6563 (Voice/TTY)

## Marlboro:

Serving Chesterfield and Marlboro counties  
*Larry M. McAlister*  
 1029 Highway 9 W.  
 Bennettsville, SC 29512  
 (843) 479-8318 (Voice/TTY)

## Hartsville sub-office:

Serving Darlington County  
 122 West College Ave.  
 Hartsville, SC 29550  
 (843) 332-2262

## Oconee-Pickens:

Serving Oconee and Pickens counties  
*Lillian N. Rochester*  
 1951 Wells Highway  
 Seneca, SC 29678  
 (864) 882-6669 (Voice/TTY)

## Orangeburg:

Serving Bamberg, Calhoun and Orangeburg counties  
*Gloria W. Dean*  
 1661 Joe S. Jeffords Highway S.E.  
 Orangeburg, SC 29115  
 (803) 534-4939 (Voice/TTY)

## Rock Hill:

Serving Chester and York counties  
*W. David Smith Jr.*  
 1020 Heckle Blvd.  
 Rock Hill, SC 29730  
 (803) 327-7106 (Voice/TTY)

## Spartanburg:

Serving Spartanburg and Union counties  
*J. Richard Cain*  
 353 S. Church St.  
 Spartanburg, SC 29301  
 (864) 585-3693 (Voice/TTY)

## Gaffney sub-office:

Serving Cherokee County  
 364 Huntington Road  
 Gaffney, SC 29341  
 (864) 489-3306 (Voice/TTY)

## Sumter:

Serving Clarendon, Lee, Sumter and Williamsburg counties  
*Charlie J. McBride*  
 1760 N. Main St.  
 Sumter, SC 29150  
 (803) 469-2960 (Voice/TTY)

## Walterboro:

Serving Allendale, Colleton and Hampton counties  
*Paul A. Mears*  
 919 Thunderbolt Drive  
 Walterboro, SC 29488  
 (843) 538-3116 (Voice/TTY)



## SCVRD on the Web

Additional information about the Vocational Rehabilitation Department is available at our World Wide Web site, which can be found at <http://www.scvrd.net>

This site offers an in-depth look at the department's programs and services and is updated regularly. It includes the latest issue of our *New Horizons* newsletter, which covers recent VR happenings and features success stories of our clients and business partners.

The site offers easy e-mail contact and links to other useful disability-related Web sites.

The site was created and is maintained by students and staff of the department's Computer Training Program (see page 5).

Visit the Vocational Rehabilitation Department's Web site at:

**[www.scvrd.net](http://www.scvrd.net)**

Contact us by e-mail at:

**[scvrpi@InfoAve.net](mailto:scvrpi@InfoAve.net)**

To learn about employment opportunities with SCVRD, check our job postings at:

**[www.state.sc.us/jobs/H73/](http://www.state.sc.us/jobs/H73/)**



**Sharon Corbett** and **Misty Carr**

cook and counter attendant

Western Sizzlin' Steak House, Lugoff

Darlene Townsend-Bradley and Mary Ann Smith, VR counselors



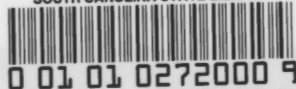
**Al Kay**

truck driver

Goodwill Industries Inc., Spartanburg

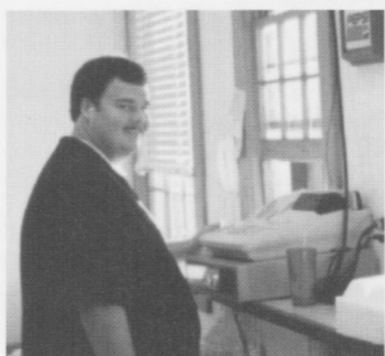
Sarah Cannon, VR counselor





**Horace Lott**

street department worker  
City of Union  
Barry Waddell, VR counselor



**Franklin Connell**

dining room attendant  
Schoolhouse Bar-B-Que, Scranton  
Christy Crochet, VR counselor



**Charlene Taylor**

stock clerk/cashier  
Jones Department Store, Hemingway  
Pat Gilliard, VR counselor

## Acknowledgments

Our sincere thanks to all the Vocational Rehabilitation Department clients pictured in this magazine and to their employers for allowing us to photograph them on the job.

Thanks also to the SCVRD staff members who took most of the photographs of our successfully employed clients.

The Duracell photos on the bottom of the front cover and in the "About the Cover" section were taken by Coates Crewe.



In accordance with federal and state law, the South Carolina Vocational Rehabilitation Department does not discriminate against any race, color, religion, sex, national origin, age or disability in employment or in provision of services.



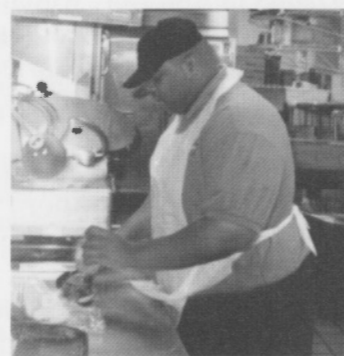
**Kenny Carvin**

commission stand attendant and  
Domino's Pizza delivery driver, Beaufort  
Chuck Mathieu, VR counselor



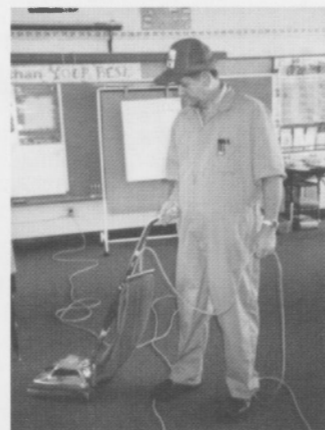
**Helen Christensen**

sewing machine operator  
Century Manufacturing Co., Florence  
Janet Trantham, VR counselor



**Phillip D. Pooler**

fast food worker  
Hardee's, Hartsville  
Alan Altman, VR counselor



**Elmer Edmonds**

maintenance worker  
Oakwood-Windsor Elementary, Aiken  
Nicole Morreale, VR counselor



The South Carolina Vocational Rehabilitation Department printed 6,500 copies of this employer recruiting material. Money earned by the department from outsource agreements with employers paid for the printing. The total cost of printing this publication was \$5,386, or about \$0.83 per copy.





## South Carolina Vocational Rehabilitation Department

1410 Boston Avenue

P.O. Box 15

West Columbia, South Carolina 29171-0015

(803) 896-6500

[www.scvrd.net](http://www.scvrd.net)